SEPT. 22, 2006

Newfoundland and Labrador Teachers' Association

Executive Notes

Your Provincial Executive Council met in St. John's on **September 22**. This issue of *Executive Notes* is a summary of major discussions and decisions that occurred at this meeting.

For further information contact any member of Provincial Executive or the staff person as indicated.

President's Report

The President reported to Provincial Executive on his activities since the June Executive meeting. He made a cheque presentation at the Janeway Telethon, brought greetings to the Newfoundland and Labrador School Boards Association annual meeting, attended several meetings of the CTF Board of Directors, met with the commissioners and vice-commissioners of the Commission to Review the ISSP/Pathways Model and the Commission to Review the Teacher Allocation Model, attended the launch of the Safe and Caring Schools Report, brought greetings to the 3rd Annual Canadian Association of Principals Atlantic Leadership Symposium, and numerous other meetings and presentations in his capacity as President. He continued his school visits through the province and was vocal in the media on back to school issues.

For further information contact Kevin Foley, President.

Association Priorities

The Association priorities were reviewed by Provincial Executive. Administrative Staff provided updates on various elements of the document. These updates included goals, responsibility, and indicators of progress and success. The priorities are: quality of teachers' work life/contract negotiations; membership awareness; and professionalism/accountability.

For further information contact Kevin Foley, President, or Edward Hancock, Executive Director.

Ad Hoc Committee on Substitute Teachers

The following recommendations from the Ad Hoc Committee on Substitute Teachers were accepted by Provincial Executive:

- That the NLTA policy for the hiring of substitute teachers be distributed to all school administrators.
- That school administrators and/or regular teachers shall provide feedback to substitute teachers who are hired to carry out duties in the school.
- That the NLTA pursue its current policy on hiring procedures for substitute teachers during future rounds of negotiations.
- That substitute teachers who are hired into a term or replacement contract be encouraged to request that an evaluation be conducted.
- That school districts be encouraged to invite substitute teachers to school-based and board-based professional development/inservice sessions.
- That school districts be encouraged to cover the cost of travel and meals for substitute teachers wishing to attend professional development/inservice sessions.
- That during district-wide closeout sessions, the district be encouraged to provide relevant professional development/inservice sessions related to the needs of substitute teachers.
- That substitute teachers be provided full access to school board and school website information.
- That all schools be encouraged to develop a regular teacher kit that would be provided to a substitute teacher. The kit would include class lists; daily school schedule; teacher's schedule, including supervision; lists of students with special and/or medical needs; school discipline policy and procedures; fire drill plan and procedure; student assistant name (if applicable); substitute teacher registration form; photocopy access; and any other relevant information that a substitute teacher needs to know.
- That a President's Communiqué be forwarded to all school administrators outlining the concerns and issues raised by substitute teachers during this process: hiring practices; duties; additional supervision; loss of preparation; professional feedback; regular teacher kits; and professional voice.
- That school reps be asked to ensure that information relating to substitute teachers is posted on the NLTA bulletin board in their school.
- A number of other recommendations were current practise/policy of the Association.

For further information contact James Dinn, Chair, Ad Hoc Committee on Substitute Teachers, or Perry Downey, Benefits and Economic Services Division.

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Review of the Teacher Allocation Model

The Commissioner for the Review of the Teacher Allocation Model, Brian Shortall, and Vice-Commissioner Noreen Greene-Fraize, met with Provincial Executive to provide information on its work to date. The Terms of Reference of the Commission were reviewed and the four-phased approach that the Commission will be taking to carry out its mandate. Provincial Executive had the opportunity to raise questions on the process and to make suggestions on the work of the Commission.

An Ad Hoc Committee on Teacher Allocation Review has been established by Provincial Executive. This committee will review the teacher allocation issue and make representation to the Commission.

For further information contact Sean Noah, Chair, Ad Hoc Committee on Teacher Allocation Review, Beverley Park, Professional Development Division, or Perry Downey, Benefits and Economic Services Division.

Review of the ISSP/Pathways Model

Provincial Executive met with Bill Somerton, Vice-Commissioner for the Review of the ISSP/Pathways Model. Mr. Somerton reviewed the Terms of Reference for the Commission and the work that has taken place to date.

An Ad Hoc Committee on the ISSP/Pathways Review has been established by Provincial Executive. The committee will provide feedback to the Commission on the challenges of special education programming using the ISSP process and Pathways to Programming and Graduation.

For further information contact Lily Cole, Chair, ISSP/Pathways Ad Hoc Committee, or Lloyd Hobbs, Assistant Executive Director.

Ad Hoc Committee on Special Interest Council Restructuring

An update on the restructuring of the Special Interest Councils was provided to Provincial Executive by the Chair of the Committee, Bill Chaisson, and René Wicks from the Professional Development Division. The timelines and progress were reviewed as well as the criteria of an SIC for continued operation. A Leadership Seminar is scheduled for new SIC Executives in November and a Conference on Collaborative Professional Development with leadership personnel from Districts, Department of Education, MUN, and the NLTA is planned for the Spring of 2007.

For further information contact Bill Chaisson, Chair, Ad Hoc Committee on Special Interest Council Restructuring.

Electoral Committee

The province-wide election for the 2007-09 NLTA President and Vice-President will take place on Tuesday, February 6, 2007.

For further information contact Edward Hancock, Executive Director.

Business from Standing Committees

Communications / Political Action

- Retiring teachers who qualify for life membership will receive an NLTA Life Membership card from the Association upon their retirement.
- The NLTA will cover the cost of providing life membership cards to all members of the RTANL who qualify for life membership in the NLTA.
- The following changes for Education Week 2007 will occur on a trial basis with an evaluation to be carried out after Education Week 2007 and a further recommendation will be brought to Executive at that time:
  - the organization of Education Week will be carried out by the provincial Communications/ Political Action Committee in consultation with the Communications Officer;
  - resources will be made available on the Virtual Teacher Centre instead of in print;
  - contests will be set up for primary (K-3), elementary (4-6), junior high (7-9), and senior high (10-12).

For further information contact Jackie Maloney, Chair, Communications/Political Action Committee, or Lesley-Ann Browne, Communications Officer.

Table Officers

- Carmelita Traverse (a retired teacher and former Branch President) will be appointed to the Electoral Committee to fill a recently vacated position.
- The NLTA will continue to sponsor the Newspapers in Education program at the $1,000 sponsorship level for 2006-07.
- An Ad Hoc Committee on Health and Wellness Promotion will be established with the following terms of reference:

  a) to investigate the interest/desirability/feasibility of a more effective, school-based health and wellness promotion program for teachers in Newfoundland and Labrador;

  b) to investigate and research potential program models;

(continued)

c) to bring recommendations to Provincial Executive regarding the enhancement and expansion of the health and wellness promotion for teachers in Newfoundland and Labrador.

For further information contact Don Ash, Benefits and Economic Services Division, or Marie Wall or Kathy-Taylor Rogers, Employee Assistance Program for Teachers.

Membership Benefits and Services Committee

The branch viability guidelines and accompanying changes to NLTA policy will be presented for feedback to Joint Council at its November meeting.

For further information contact Edward Moore, Chair, Membership Benefits and Services Committee, or Stefanie Tuff, Benefits and Economic Services Division.

Finance and Property Committee

- The second Joint Council meeting for the 2006-07 school year will be reinstated.
- The costs associated with the Ad Hoc Committee on Teacher Allocation Model Review and the Ad Hoc Committee on ISSP/Pathways Model Review will come from the Emergency Fund.

For further information contact Dean Ingram, Chair, Finance and Property Committee, or Jim Fox, Treasurer.

Other Business

- The President will write school board directors asking them to place the Commission to Review the Teacher Allocation Model on the agenda for their district meetings with school administrators. The President will also write the Commissioner of the Review encouraging him to make contact with school board directors regarding this issue.

  For further information contact Kevin Foley, President, or Edward Hancock, Executive Director.
- The President will ask the Department of Education to approve a one-half day closeout for all schools in order to discuss issues surrounding the Commissions to Review the Teacher Allocation Model and ISSP/Pathways Model and to plan for input to these Commissions.

  For further information contact Kevin Foley, President, or Edward Hancock, Executive Director.
- The reviewed by-laws of the Fogo Island Branch of the NLTA were accepted by Provincial Executive.

  For further information contact Geralyn Costello, Assistant to the President.

Next Meeting

The next meeting of Provincial Executive is scheduled for **November 23** in St. John's followed by Joint Council on **November 24 and 25**.

For further information contact Kevin Foley, President, or Edward Hancock, Executive Director.